

News Letter

AMERICAN MANAGEMENT ASSOCIATION

20 Vesey Street

New York, N. Y.

No. 19

March 21, 1925

To Production Executives:

"Wage Incentives" will be the topic of a two-day conference of the Production Executives' Division in Chicago on May 21 and 22.

Those who were at the Cleveland Conference on "Employee Representation" know how successful was the plan of discussing one subject thoroughly rather than several topics superficially.

The committee in-charge-of the program is: Stanley P. Farwell, Vice-President, Business Research Corporation, Chairman; Hugo Diemer, Director, Industrial Courses, La Salle Extension University; H. D. Agnew, Assistant Superintendent of Industrial Relations, Western Electric Company; Willard E. Hotchkiss, Director, National Industrial Federation of Clothing Manufacturers and E. C. Roth, Manager, Wage Rate Department, Western Clock Company.

Fred C. Krafft, Production and Labor Manager, Alfred Decker and Cohn, is Chairman of the Committee on Arrangements.

It has been said that most discussion of "Wage Incentives" has started with what is known and gone backward. Seventeen charts of recognized plans will be on exhibition to insure that substantial progress will be made.

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To Financial Executives:

On May 6, 7, and 8 the first conference for Financial Executives will be held at Briarcliff Lodge, near New York. The subject for discussion will be: "The Financial Executive's Part in Management: What the Financial Executive Does and What his Relationships with Other Executives Are."

The work, relationships and experience of ten representative financial executives will be presented and will be the basis for discussion.

The temporary committee in-charge-of the Financial Executives' Division is as follows:

L. F. Musil, Treasurer, Cities Service Company, Chairman.

Dwight T. Farnham, Manager, Industrial Department, Peat, Marwick, Mitchell and Company.

John M. Bush, Assistant General Manager, Dutchess Manufacturing Company.

H. A. Fountain, Treasurer, Ohio Public Service Company.

Mark M. Jones, Organization Counsel, Curtis, Fosdick, and Belknap.

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To Sales Executives:

April 7 and 8 will bring together under the auspices of the Sales Executives Division of the A. M. A. at the Boston Chamber of Commerce the largest group of Sales Executives that have met in a decade. "Field Sales Organization" will be the theme for two days.

Besides the research report which will be presented by Theodore Sander, Jr., the plan of organization of the Dennison Manufacturing Company, Goodyear Tire and Rubber Company, Knox Hat Company, Fuller Brush Company, Phoenix Mutual Life Insurance Company, American Radiator Company, Hoover Suction Sweeper Company, Sterling Range and Furnace Company, Bussmann Manufacturing Company, etc., will be told.

Edward S. Jordan, President of the Jordan Motor Car Company will speak at luncheon on Tuesday, April 7—a feature of the convention.

Dr. Harry R. Tosdal, Professor of Marketing, Harvard Graduate Business School, is Chairman of the Program Committee.

Requests for formal invitations to the conference should be sent to C. K. Woodbridge, President, Dictaphone Corporation c/o American Management Association, 20 Vesey Street, New York, N. Y.

To Members Under 30 Years of Age:

By resolution of the Board of Directors a Junior Membership has been established for persons under 30 years of age effective January 1, 1925. Junior members will receive all of the publications which individual members receive but will be required to pay annual dues of only \$10.00 rather than \$15.00. Persons who are now members who would be entitled to this rate are requested to make application by filing with the secretary a statement of year and month of birth.

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To University Professors and Instructors:

By resolution of the Board of Directors University professors and instructors will be required to pay only half of the annual dues effective January 1, 1925. Members who have already paid dues for 1925 will be credited with their dues for 1925 and 1926. Others will be charged \$7.50 for 1925, excepting those under 30 years of age who will be charged \$5.00 per year.

The term "University professors and instructors" will be interpreted to mean "any person the major part of whose time is devoted to a public (not organized for profit) educational institution and who instructs students in classes or seminars."

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Committee Chairmen for 1925

Program of Work: C. R. Dooley, Manager of Personnel and Training, Standard Oil Company (N. J.).

Editorial and Publications: E. S. Cowdrick, 26 Broadway, New York, N. Y.

Members are invited to send suggestions to these chairmen.

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Committee Appointments

On Joint Committee for Management Week: John Price Jackson, Personnel Director, New York Edison Company.

On Second International Management Congress: Dwight T. Farnham, Manager, Industrial Department, Peat, Marwick, Mitchell and Company.

New Members

Since November 20th the following new Research Sustaining and Company members have been elected:

Research Sustaining

Henry L. Doherty and Company.
Hammermill Paper Company.
Western Electric Company.

Company

Aetna Life Insurance Company.
American Surety Company.
Armour and Company.
Bell Telephone Laboratories, Inc.
Cheney Brothers.
Connecticut General Life Insurance Company.
Henry Disston and Sons.
Firestone Tire and Rubber Company.
H. A. Hopf and Company.
J. C. Penney Company.
J. P. Morgan and Company.
New York Edison Company.
New York Shipbuilding Company.
Western Union Telegraph Company.
One hundred and fourteen individual members have also joined since November 20th.

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International Personnel Congress

An International Personnel Congress will be held at Flushing, Holland, at the Grand Hotel Brittannia from June 20th to June 27, 1925.

It is expected that a dozen or more industrial countries will be represented.

Mr. Sam A. Lewisohn will present a paper on "Works Councils in the United States;" Dr. Lee Galloway will present a paper on "Training for Personnel Work in America," and Mr. W. J. Donald has been asked to prepare a paper on "The Status of Personnel Work in America."

All persons interested in the conference are requested to apply for full particulars to the Secretariate, M. L. Fledderus, Glass Works, Leerdam, Holland.

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